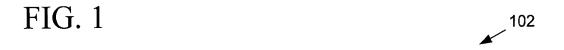
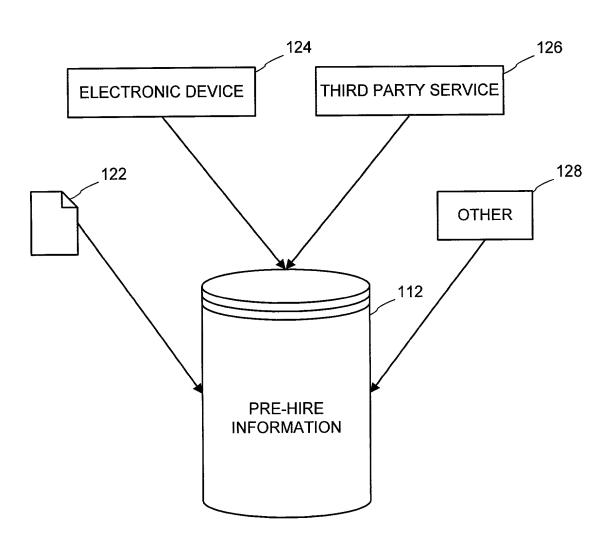
Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 1 of 20





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FIG. 2

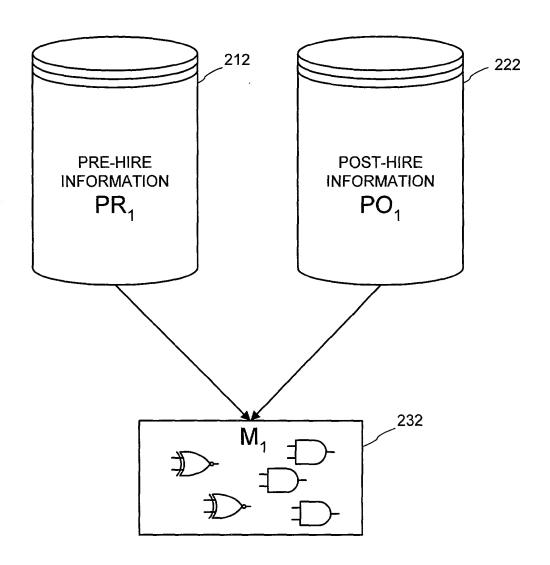
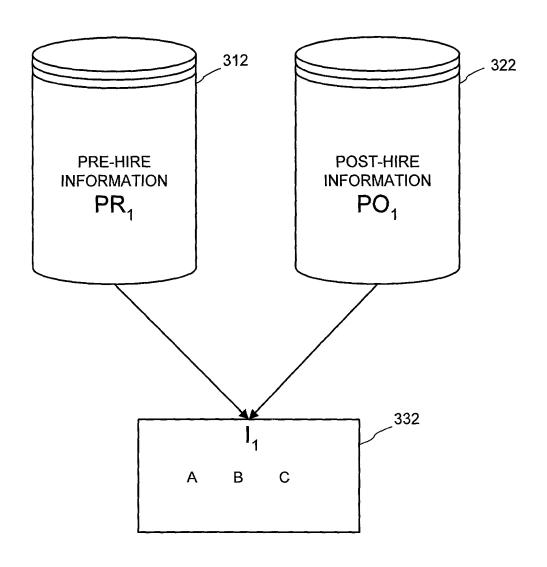
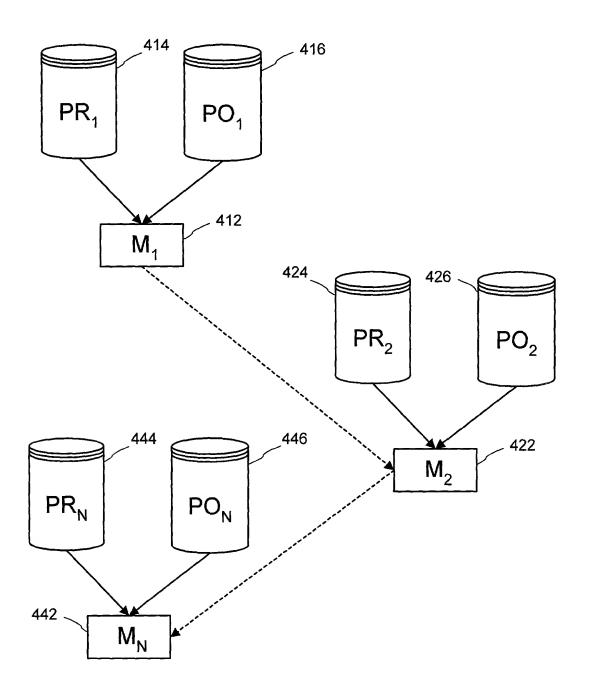


FIG. 3

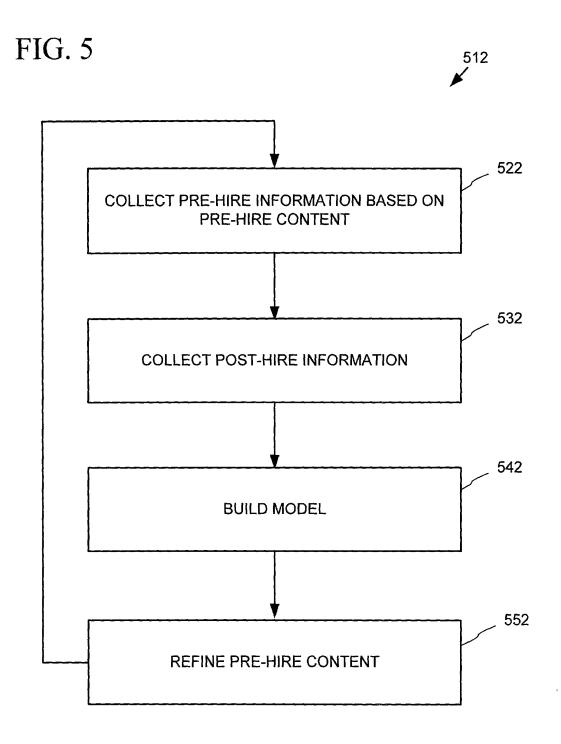


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FIG. 4

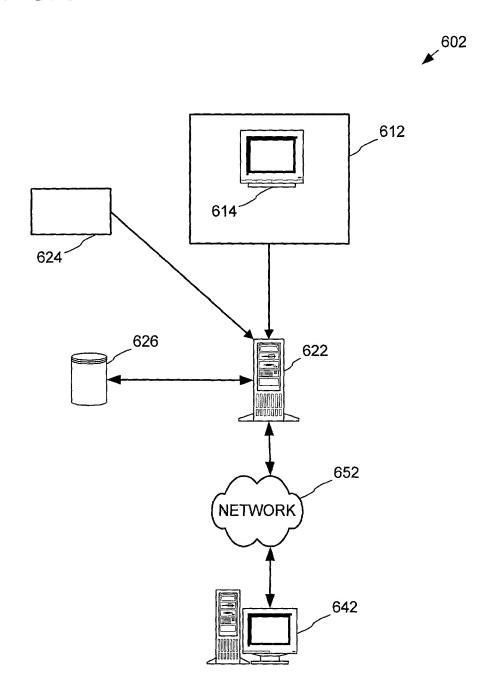


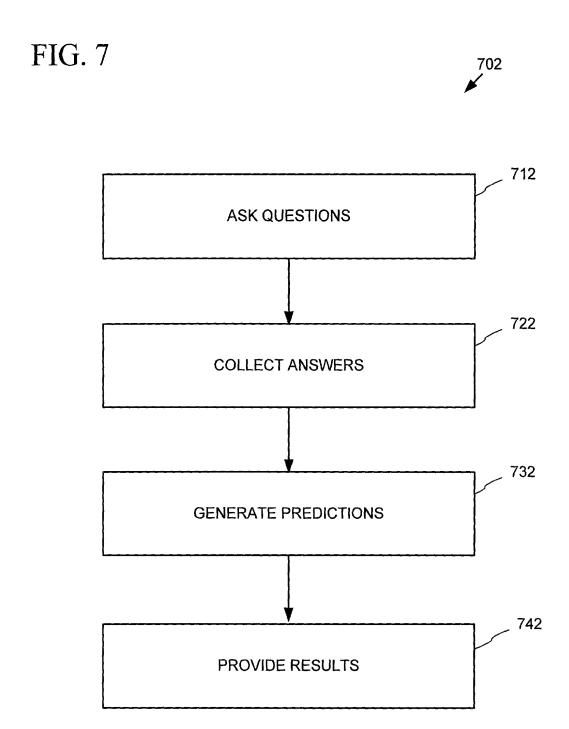
 Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 5 of 20



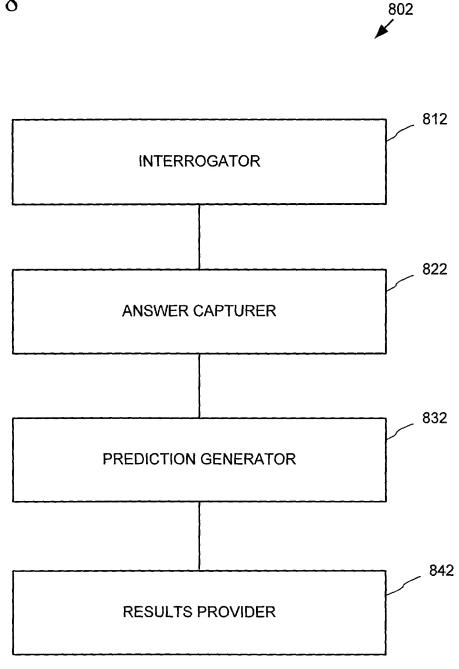
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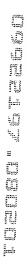
FIG. 6











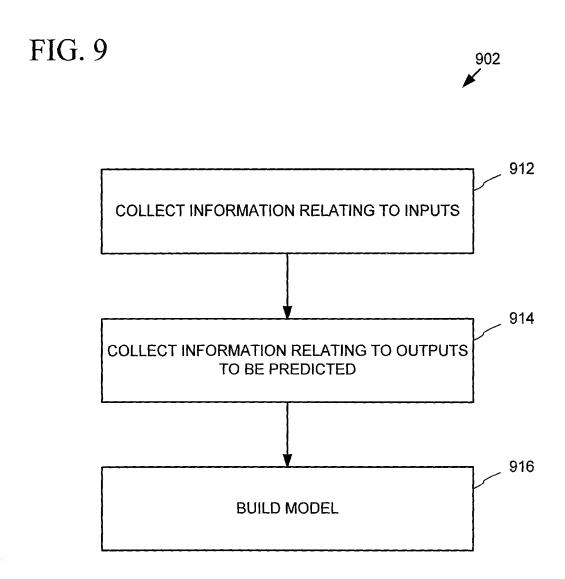
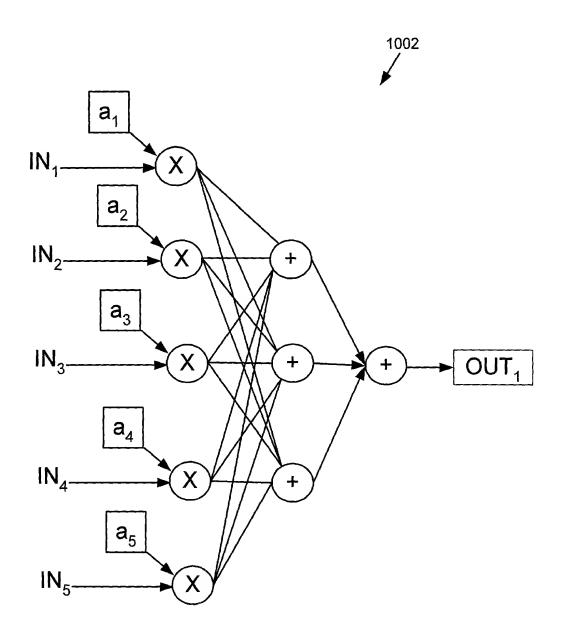
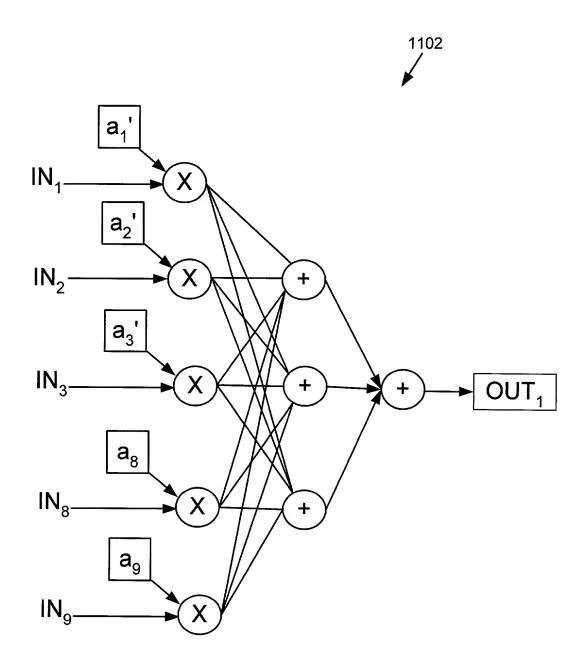


FIG. 10



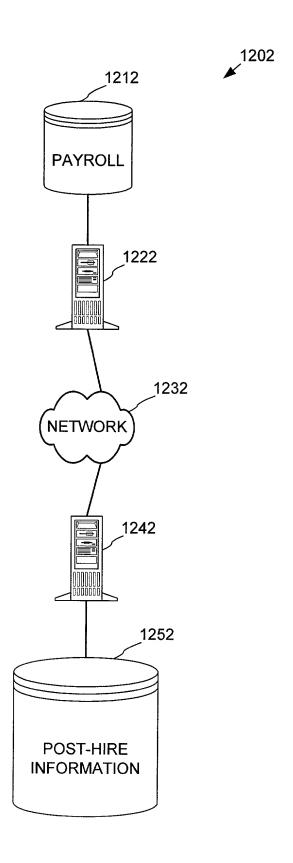
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FIG. 11

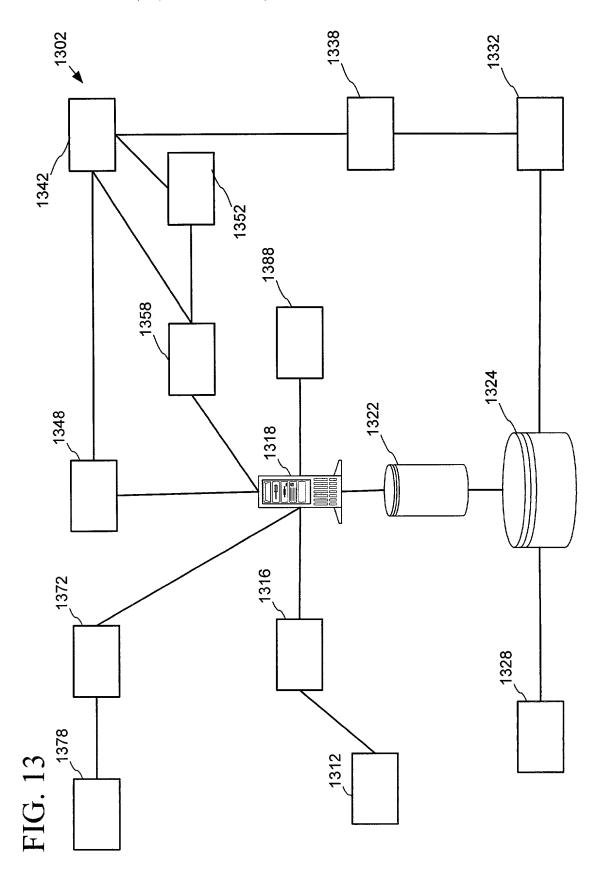


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FIG. 12

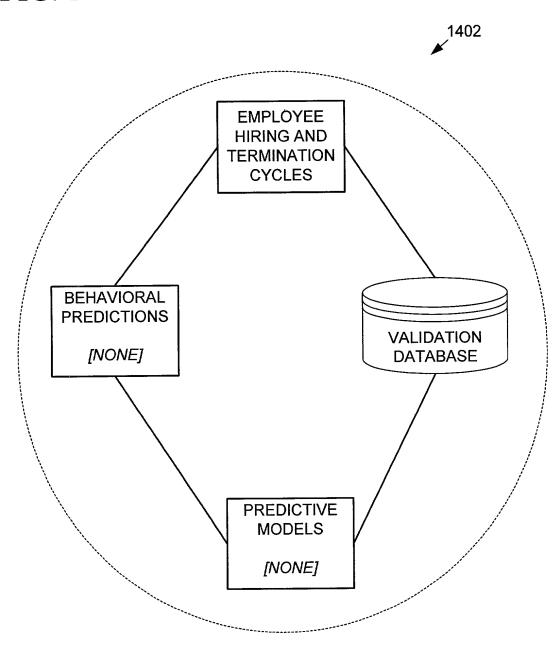


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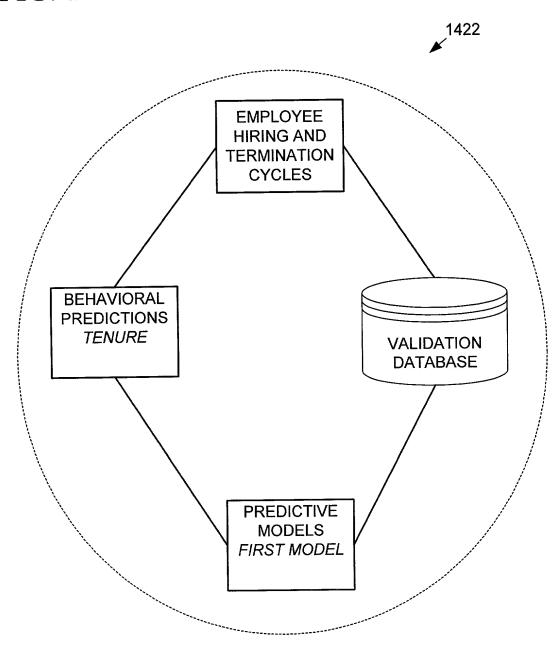
Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 14 of 20

FIG. 14A



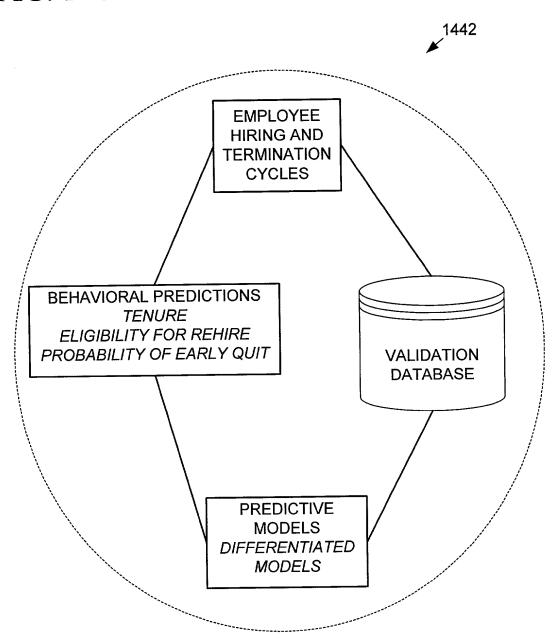
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FIG. 14B



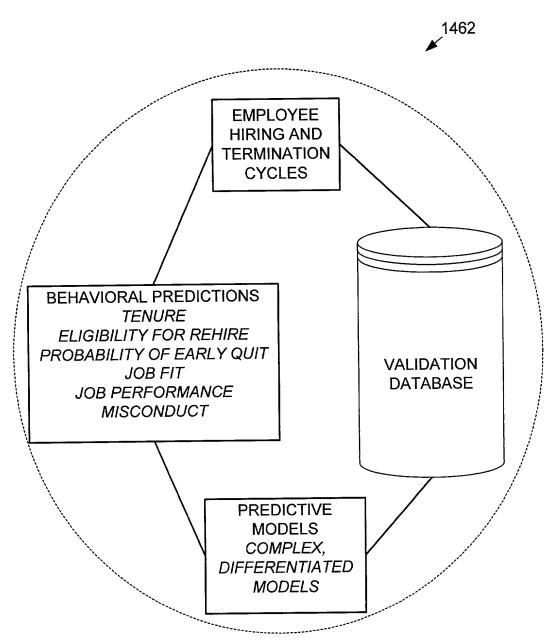
Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 16 of 20

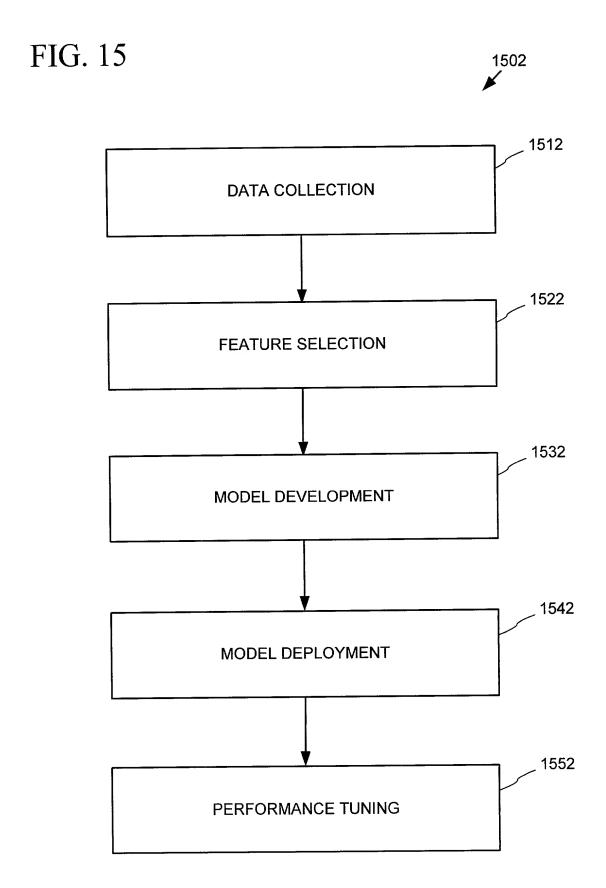
FIG. 14C



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FIG. 14D

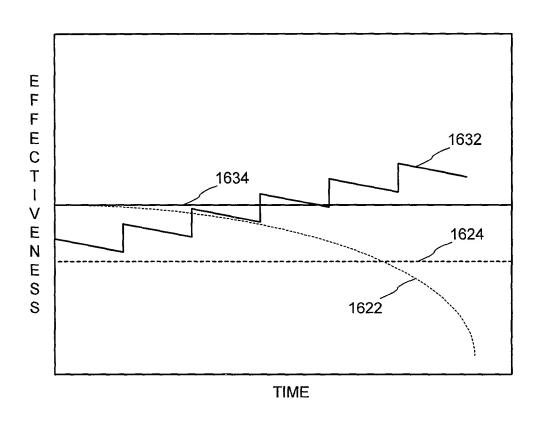




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FIG. 16





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FIG. 17



